



## **CITY OF MADISON, INDIANA**

### **Meeting of the Human Relations Commission**

Thursday, July 11, 2019, 9:00 AM  
City Hall Council Chambers

#### **MINUTES**

Approved August 7, 2019

**Present:** Nathan Montoya (Chair), Sue Livers (Vice-Chair), Shirley Kloepper, Jessica McAlister, Tony Schroeder

**Absent:** Katy Hadley, Bill Johnson, Allen Watson

**Guests:** Lindsay Bloos, Executive Director, Madison Chamber of Commerce; Molly Dodge, Chancellor, Ivy Tech Madison Campus; Andrew Forrester, Office of the Mayor, City of Madison; Dennis Ingle, Trinity United Methodist Church; Lake Lambert, President, Hanover College; Tawana Thomas, Executive Director, VisitMadison; Jan Vetrhus, Madison City Council; Evelyn Wheeler, Christ Episcopal Church

- I. Meeting was called to order at 9:04 AM by Chair, Nathan Montoya.
- II. Minutes of June 26, 2019 meeting of the HRC were read and corrected. Sue Livers moved to approve minutes with corrections. Shirley Kloepper seconded. All in favor. Motion passed.
- III. Nathan Montoya initiated discussion of a possible "equity" workshop, whom to bring in to lead it, and what they would do.

Jessica McGuire described Implicit Bias Training conducted by the Peace Learning Center of Indianapolis.

Lake Lambert suggested that we needed a wider focus, a strategic plan. Where to start? Who are the groups to seek out? What are the issues to address in the community? Training could be a part of a broader project.

Molly Dodge asked if funds could be requested to engage a professional facilitator to lead the strategic planning process toward addressing issues of equity and inclusivity to help Madison become a more inclusive and diverse community. This would help drive economic development.

Discussion ensued regarding possible wording for a proposal that Jan Vetthus and Andrew Forrester could polish for presentation to the City Council.

Lake Lambert pointed out that when the City engaged in a comprehensive land use plan it brought in outside expertise, that being seen as essential for the City's well-being, success, and economic development. He suggested that this is parallel to that and should be given the same attention, because it is equally important for our long-term vitality and success. He also pointed out the primary issue of economic development today is human capital. He asserted that it's not just the recruitment of talent, but retaining talented employees once they get here that's the biggest hurdle. We can sell ourselves and draw people to Madison, but, when they get here and face discrimination and are not included, or their children or spouses are not, they leave.

Evelyn Wheeler suggested that we mention that there are several parts of our community that have specifically asked for this: the educational community, the arts community, the business community, churches, inclusivity groups that already exist, and tourism.

Nathan Montoya asked how much should be requested.

Tawana Thomas, referring to a website for inclusion and diversity training, said a minimum of \$1,000 for a half day of training with two professional facilitators.

Andrew Forrester suggested \$10,000-\$15,000 overall cost to produce a 5-10-page document as a roadmap.

Nathan Montoya asked for clarification that this could cover both planning and implementation.

Molly Dodge suggested asking for \$20,000 to fund the strategic planning process and implementation.

Evelyn Wheeler asserted that a strategic plan is just a first step and should include identifying funding resources for continued action (possibly the Lilly Endowment), as well as roles, organizations, activities, materials provided, discussion, training. Follow-up action should be a part of the plan: a multi-year, multi-pronged, multi-organizational approach.

Molly Dodge asked if it would be appropriate to ask for a 5-year budget for the HRC, front-loaded for the plan.

Nathan Montoya stressed that it should not be for the HRC. That would be overstepping our charge. The HRC is responsible for our charge, as defined in the ordinance, and should not dilute our efforts.

Tawana Thomas mentioned that Jefferson County is working on a Strategic Plan of which “quality of place” is an important element. Discussion ensued regarding “quality of place” as a guiding principle.

Lindsay Bloos suggested that different organizations could take on different elements of implementation.

Nathan Montoya asked where we might go to find a facilitator.

Tawana Thomas said that Purdue University took part in developing a strategic inclusion and diversity action plan. She will share with the group the link to the related 2017 website relevant to finding a facilitator.

Andrew Forrester said that we could look at what other communities have done with regard to finding a facilitator, the cost of the project, and the duration of the facilitator’s involvement. He said that Envision is the model that we would want to follow. It was not set up to be a long-term organization. It got things kick-started and found homes for the various initiatives. HRC could kick-start this and then the different initiatives could fall under Tourism, or Hanover College, or the library, etc.

Evelyn Wheeler asked if this project could be “shoehorned” into Envision.

Lindsay Bloos said that she can look into it, but it fits well with the planning that’s already been done in the community: Envision and the Comprehensive Plan. It seems like a natural flow.

Molly Dodge asked if we have what we need for a proposal to the City Council.

Andrew Forrester said that it would be great to have something written from the HRC: proposal, dollar amount, organizations involved, goals or purpose of funds.

There was discussion regarding possible additional supporting groups, including KDH (Healthy Communities) and law enforcement.

Nathan Montoya asked for a motion on an action item.

Shirley Klopfer made a MOTION:

**To move forward with the creation of a proposal to engage an individual to facilitate a strategic planning process to address discrimination and bias in our community in order to improve quality of place in Jefferson County and to request funding from the Madison City Council.**

Nathan Montoya asked if there was a second.

Sue Livers SECONDED the motion.

Vote taken. MOTION PASSED unanimously.

Shirley Klopfer moved to adjourn the meeting. Sue Livers seconded. All in favor. Motion passed. Meeting adjourned at 10:21 AM. Next meeting, Wednesday, August 7, 2019, 9:00 AM, City Council Chambers.

Respectfully submitted by:  
Tony Schroeder and Nathan Montoya, Chair